

**WTHI**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
MMJ/Producer	1-4, 6, 8-33	33
MMJ/Producer	1-4, 6, 8-33	33
M-F Morning Anchor	1-4, 6, 8-20, 22-25, 27-30, 32, 34	3
News Producer	1-4, 6, 8-20, 22-25, 27-32, 34	1
Director/TMP Operator	1-4, 6, 8-20, 22, 24-25, 27-32, 34	3
Local Sales Account Executive	1-4, 6-20, 22-24, 27-32, 34	7
MMJ/Producer	1, 3-4, 6, 8-13, 19-20, 22-24, 27-34	6
MMJ/Producer	1, 3-4, 6, 8-13, 19-20, 22-24, 27-34	33
MMJ/Producer	1, 3-4, 6, 8-13, 19-20, 22-24, 27-34	3
M-F Morning Anchor	1-6, 8-13, 15-20, 22-24, 26-34	3

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Ball State University/Dept. of Telecommunications BC 201 Muncie, Indiana 47306-0540 Email : tpollard@bsu.edu Fax : 1-765-285-9278 Tim Pollard	N	1
2	Butler University/The Center for Career Planning & Development 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Career Services	N	0
3	Current Employee/Internal Promotion	N	16
4	Depauw University Hubbard Center/Student Union 408 S. Locust Street Greencastle, Indiana 46135 Phone : 765-658-4622 Student Engagement Manual Posting	Y	0
5	DePauw University Career Services 306 Harrison Hall East Larabee Street Greencastle, Indiana 46135 Phone : 765-658-4280 Email : tom.cath@valpo.edu Tom Cath	N	0
6	Eastern Illinois University 600 Lincoln Avenue Charleston, Illinois 61920 Phone : 217-581-7356 Url : http://www.eiu.edu Email : kagoodwin@eiu.edu Kelly Goodwin	N	3
7	Employee Referral	N	4
8	Facebook 800 Ohio Street Terre Haute, Indiana 47807 Email : sarnold@wthitv.com Scott Arnold	N	0

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9	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 612-216-0745 Url : <a href="http://www.magid.com">http://www.magid.com</a> Email : <a href="mailto:jseebold@magid.com">jseebold@magid.com</a> Julie Seebold	N	0
10	Harrison College 1378 S. St. Rd. 46 Terre Haute, Indiana 47803 Phone : 812-877-2100 Url : <a href="http://www.harrison.edu">http://www.harrison.edu</a> Fax : 1-812-877-4440 John Mace	N	0
11	Illinois Broadcasters 200 Missouri Ave. Carterville, Illinois Phone : 618-985-5555 Url : <a href="http://www.ilba.org">http://www.ilba.org</a> Email : <a href="mailto:iba@ilba.org">iba@ilba.org</a> Fax : 1-618-985-6070 Erin Camfield	N	0
12	Illinois Dept. Of Employment Security 255 N, Schuyler Kankakee, Illinois 60901 Phone : 800-247-4984 Url : <a href="http://www.ides.state.il.us">http://www.ides.state.il.us</a> Fax : 1-217-557-1947 Bernita McGee	N	0
13	Indiana Broadcasters Association P.O. Box 902 Carmel, Indiana 46082 Phone : 317-770-0970 Url : <a href="http://www.indianabroadcasters.org">http://www.indianabroadcasters.org</a> Sam Klemet Manual Posting	N	0
14	Indiana State University Afro-American Cultural Center Terre Haute, Indiana 47809 Phone : 812-237-3811 Url : <a href="http://www.indstate.edu/afr">http://www.indstate.edu/afr</a> Fax : 1-812-237-8079 Julia Bruce	N	0

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15	Indiana State University Career Center 567 N. 5th Street Student Services Building, 2nd Floor Terre Haute, Indiana 47809 Phone : 812-237-2589 Email : career-center@indstate.edu Mary Kelly	N	0
16	Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Job Placement	N	2
17	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Fax : 1-219-980-6990 Sharese Dudley	N	0
18	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 765-677-2520 Email : clcl@indwes.edu Caitlin Finch	N	0
19	Indiana Workforce Development (Indiana Career Connect) 30 North 8th Street Terre Haute, Indiana 47807 Phone : 812-230-2023 Laury Burris Manual Posting	N	0
20	Ivy Tech Placement Office 7999 US 41 South Terre Haute, Indiana 47802 Phone : 812-298-2282 Jaime Frey Manual Posting	N	0
21	Job Fair	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Lake Land College 5001 Lake Land Blvd. WLKL 89.9 FM Mattoon, Illinois 61938 Phone : 217-234-5335 Url : <a href="http://www.lakelandcollege.edu">www.lakelandcollege.edu</a> Email : <a href="mailto:gpowers@lakeland.cc.il.us">gpowers@lakeland.cc.il.us</a> Greg Powers	Y	0
23	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Mark Shilstone Manual Posting	N	0
24	NATAS-Ohio Valley Chapter (Emmy Online) PO Box 24796 Dayton, Ohio 45424 Phone : 937-233-3303 Cherie Housley Manual Posting	N	0
25	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : <a href="http://www.sbe.org/jobline.html">www.sbe.org/jobline.html</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> Fax : (317) 846-9120 Scott Jones	N	0
26	Society of Professional Journalists 3909 N. Meridian St. Indianapolis, Indiana 46208 Phone : (317) 927-8000 Url : <a href="http://www.spj.org/careers_jobpost.asp">www.spj.org/careers_jobpost.asp</a> Email : <a href="mailto:questions@spj.org">questions@spj.org</a> Fax : 1-317-920-4789 Director of Placement	N	0
27	St. Mary Of The Woods College Placement Services St. Mary Of The Woods, Indiana 47876 Phone : 812-535-5151 Url : <a href="http://www.smwc.edu">http://www.smwc.edu</a> Susan Gresham Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
28	Sycamore Career Link (Indiana State University) 567 N. 5th Street Terre Haute, Indiana 47809 Phone : 812-237-5000 Url : <a href="http://indiana-state-csm.symplicity.com">http://indiana-state-csm.symplicity.com</a> Teresa Dwyer Manual Posting	N	0
29	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	0
30	Valparaiso University Career Center 1509 Chapel Drive Harre Union Valparaiso, Indiana 46383 Phone : 219-464-5005 Url : <a href="http://www.valpo.edu/career">www.valpo.edu/career</a> Email : <a href="mailto:tom.cath@valpo.edu">tom.cath@valpo.edu</a> Fax : 1-219-464-5519 Tom Cath	Y	0
31	VFW Department of Indiana 9555E. 59th Street Indianapolis, Indiana 46216 Phone : 317-377-1795 Email : <a href="mailto:tkingvfwqm@att.net">tkingvfwqm@att.net</a> Fax : 1-317-377-1797 Troy King	N	0
32	Vincennes University Broadcasting Dept. 1200 N. 2nd St. Vincennes, Indiana 47591 Phone : 812-888-5344 Url : <a href="http://www.vinu.edu">http://www.vinu.edu</a> Email : <a href="mailto:jballinger@vinu.edu">jballinger@vinu.edu</a> Jill Ballinger	N	0
33	WTHI-TV 800 Ohio Street Terre Haute, Indiana 47807 Phone : 812-232-9481 Url : <a href="http://www.wthitv.com">http://www.wthitv.com</a> Email : <a href="mailto:sarnold@wthitv.com">sarnold@wthitv.com</a> Scott Arnold	N	6

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
34	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>34</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/16/2018	Participation in events or programs sponsored by educational institutions	On April 16, 2018, our part time Studio Services employee shadowed our Director to learn first-hand what that job entails and to better understand the role and responsibilities of being a director.	1	Director
2	4/18/2018	Participation in events or programs sponsored by educational institutions	WTHI-TV/MYFOX10/THE CW10 participated in an Indiana State University Workshop Panel "Untold Stories: Life After Graduation".  The station employee shared his professional and personal experiences and answered questions on what it takes to have a career in journalism, broadcasting and or media.	1	Anchor
3	4/24/2018	Provision of training to management	WTHI-TV/MYFOX10/THE CW10 participated in the Form I-9 and E-Verify Employee Rights Webinar hosted jointly by U.S. Citizenship and Immigration Services and the U.S. Department of Justice Immigrant and Employee Rights.	1	Business Administrator
4	9/19/2018	Participation in Job Fairs	WTHI-TV/MYFOX10/THE CW10 participated in the Indiana Broadcasters Association Fall Career Fair on September 19, 2018.  Station personnel interacted with attendees and promoted career opportunities at the Station.	2	News Director/Anchor Chief Photog/Assignment Editor
5	10/12/2018	Participation in events or programs sponsored by educational institutions	WTHI-TV/MYFOX10/THE CW10 participated in The 2018 Ball State University News Roundup on October 12, 2018.  Station personnel interacted with students interested in broadcasting/radio/television.	3	General Manager MMJ Sports Anchor



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6	11/14/2018	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THE CW10 News Department hosted a station tour. The attendees were students enrolled in media classes at Linton-Stockton School Corporation.</p> <p>The students got a "behind-the-scenes" view of our station and had the opportunity to ask questions about careers in broadcasting.</p>	3	Anchor/Reporter Meteorologist Meteorologist
7	11/26/2018	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THE CW10 News Department hosted a group of three students from Indiana State University for the purpose of job shadowing.</p> <p>The students got a "behind-the-scenes" view of our station and had the opportunity to ask questions about careers in broadcasting.</p>	1	Reporter/Anchor
8	2/20/2019	Participation in Job Fairs	<p>WTHI-TV/MYFOX10/THE CW10 participated in the job fair at Indiana State University on Wednesday, February 20, 2019.</p> <p>Station personnel interacted with attendees and promoted career opportunities at the Station.</p>	2	Director of Operations Digital Director
9	3/14/2019	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THE CW10 (SOUTHERN BUREAU) hosted a student from Eastern Illinois University for the purpose of job shadowing.</p> <p>The student got a "behind-the-scenes" view of many subjects including hunting down people to talk with, how to write and shoot stand up on your own and how to write multiple stories for a newscast.</p>	1	Southern Bureau Chief
10	3/14/2019	Provision of training to management	WTHI-TV/MYFOX10/THE CW10 participated in The FCC's Equal Employment Opportunity Rules: The Nuts & Bolts training webinar presented by Elizabeth E. Goldin of Wiley Rein LLP.	2	General Manager Business Administrator

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11	3/15/2019	Participation in events or programs sponsored by educational institutions	WTHI-TV/MYFOX10/THE CW10 News Department hosted a student from DePauw University for the purpose of job shadowing.  The student got a "behind-the-scenes" view of our station and had the opportunity to ask questions about careers in broadcasting.	1	News Director/Anchor
12	3/28/2019	Participation in Job Fairs	WTHI-TV/MYFOX10/THE CW10 participated in the job fair at Eastern Illinois University on Thursday, March 28, 2019.  Station personnel interacted with attendees and promoted career opportunities at the Station.	1	General Manager
13	3/30/2019	Participation in Job Fairs	WTHI-TV/MYFOX10/THE CW10 participated in the Indiana Broadcasters Association Career Fair on Saturday, March 30, 2019.  Station personnel interacted with attendees and promoted career opportunities at the Station.	1	General Manager